

# Fertifa<sup>+</sup>

How **not** to draft your **fertility and family-forming policy**

# Your workshop hosts



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Taking an example company with an average of **1,000 employees**, approximately how many of those employees are **currently struggling with their reproductive health?**

# 804 health concerns...

**Sources:** CIPD & YouGov / SHRM / Fertilty Network UK / BUPA / ISER / Society for Endocrinology

# What will you get out of this workshop?

-  The most common mistakes companies make
-  What you should include and exclude in your policy
-  How far you should go with your policy



**1 in 5**

People ended up leaving their jobs because of the impact fertility or family-forming challenges.

Fertifa and FNUK survey



## 1. **Eligibility:**

Eligibility for family-forming leave will be determined on a case-by-case basis, taking into account various factors including but not limited to length of service and job performance.

Family journeys include pregnancy and adoption. Employees are encouraged to speak to their HR manager or team lead about which family-forming journey they intend to pursue.



## 2. **Leave Entitlements:**

Employees may be entitled to unpaid leave for family-forming activities, subject to approval by HR. The duration of leave will be determined based on the individual circumstances of the couple and the needs of the company.

Paid leave may be available in certain circumstances, but this is not guaranteed and will be decided at the discretion of management.



### 3. **Return to Work:**

Upon the conclusion of any approved maternity or paternity leave, employees are expected to return to work in a timely manner. Failure to do so may result in disciplinary action, up to and including termination of employment.





## Time off for Fertility Treatment, Diagnosis and Consultations

[Company] offers up to [8] days of paid Fertility leave per year for [colleagues]. This is pro-rated from start date [and for part time [colleagues]].

This type of leave might be used for taking time to rest after a procedure to support fertility, or to recover from some of the emotional effects treatment may have on our [colleagues] and their partners, or to attend outpatients appointments and scans. [This type of leave can also be used to support [colleagues] needing time off for an Adoption process, i.e. to attend training courses that are required.]



Like all other time off policies, [colleagues] should request leave in advance where possible. However, we understand that [colleagues] may require unforeseen time off before or after fertility treatment. For this very reason, this leave type is designed to be fully flexible.



## How to book

[Colleagues] are encouraged to talk to their Managers. We will of course treat all information shared with us with sensitivity and confidentiality. Managers will then record the dates needed in [HRIS, e.g., Bamboo, Hibob, other].

Should you feel more comfortable discussing with someone else other than your Manager, please reach out to the [HR/People Team] directly, by [selecting XX] via [XX]. The People Team then record the days you need in [our HRIS] on your behalf.

**✗ Don't:**

be vague. Be **clear** about **time off**, **allowances** and **repayment**. **Explain acronyms**. Give reassurances about **confidentiality**.

**✗ Don't:**

make assumptions.

**Don't assume maternity and paternity leave. There isn't always a partner involved. There isn't always a baby.**

**✗ Don't:**

assume that you don't need a policy because people will 'just ask'.

**People aren't always comfortable telling you what they need, especially when it comes to family-forming.**

✓ Do:

think about the language you use. Include a **broad definition of parenthood**. Make sure it's **inclusive to all journeys, including surrogacy and adoption**.

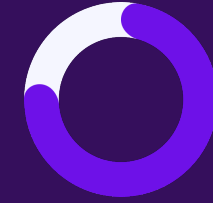
✓ Do:

make your policy **accessible to line managers**. It's for managers as well as employees. **Include resources.**  
**Review and refresh your policy annually.**



# How far should you go with your policy?

- ⚠️ Where does policy stop?
- 💡 Where does support start?
- ♥️ What are the support options out there?






8 out of 10

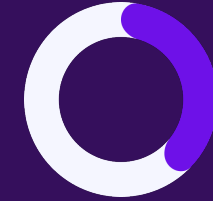
Said that a fertility and family-forming policy was very important when they were considering a new job.

Fertifa and FNUK survey



# Exclusive Fertifa resources

-  Get your free health report and audit
-  Reproductive health policy templates
-  HR training and a bespoke patient webinar



Only 44%

Of LGBT staff say that senior managers demonstrate visible commitment to LGBTQ+ equality

Stonewall



**Thank you!**